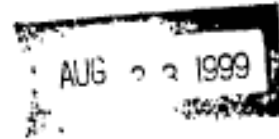




DEPARTMENT OF THE ARMY
HEADQUARTERS 11TH INFANTRY REGIMENT, USAIS
FORT BENNING, GEORGIA 31905

REPLY TO
ATTENTION

ATSH-TP (310)



MEMORANDUM FOR SEE DISTRIBUTION

SUBJECT: Policy Memorandum 99-3: Prevention of Sexual Harassment:

1. Army policy per sexual harassment is outlined in AR 600-20, paragraph 6-4. Per that regulation, sexual harassment is defined as a form of sexual discrimination that involves unwelcome/unwanted sexual advances, requests for sexual favors, and other verbal, non-verbal, or physical conduct of a sexual nature.
2. My policy is quite simple: **ZERO TOLERANCE**. Do not confuse this with a zero defects environment. On the contrary. What this means, is that action will be taken following the report of sexual harassment. Every report/allegation will be investigated in accordance with Army policy and regulations to determine the facts and potential remedial action, if any. Sexual harassment interferes with mission accomplishment and unit cohesion and will not be tolerated. The prohibition against sexual harassment is not limited to the work site or to duty hours.
3. Soldiers and DA Civilians in the 11th Regiment should follow the simple guidelines of the Golden Rule: **Treat Others As You Would Want To Be Treated.** It is imperative that our instructors in the training area pay particular attention to professional standards of conduct at all times with trainees (officers, enlisted personnel, pre-commissioning candidates and civilians). The 11th Infantry Regiment will be the standard bearer for our Army.
4. Prior to assuming instructor/TAC responsibilities in their units, all leaders and soldiers will complete Gender Awareness Training taught by the Regimental EO NCO. Elimination of sexual harassment begins with education and awareness.
5. All members of the Regiment must be constantly aware of the possible abuse of their authority and ensure that any case of suspected harassment is reported through the chain of command as soon as possible. If any member of this command believes they are being sexually harassed, they should immediately report it to their chain of command. Members may also use the Chaplain's office, the IG, the EO office or the Installation Sexual Harassment Hotline (545-3206) as another means of reporting sexual harassment. The key is reporting.
6. I fully expect subordinate commanders to adhere to DA policy and ensure strict compliance in their units. It is an imperative for mission accomplishment.

MICHAEL FERRITER
Colonel, Infantry
Commanding

DISTRIBUTION:

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- This Policy Memorandum supersedes Policy Memorandum 97-3, dated 01 Aug 97.